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GENDER PAY GAP REPORT

APRIL 2022

ERGEA UK AND IRELAND LIMITED (Was Althea UK and Ireland Limited)

Ergéa is the leading service provider of Managed Equipment Services (MES) for the NHS and the private health sector in the UK. We work collaboratively with hospitals and clinics to design and deliver a strategy for their equipment, technology and systems based on their current and future needs. We support healthcare providers in delivering better clinical outcomes and improving healthcare where it really matters at the patient interface.

EMPLOYEE FUNNEL

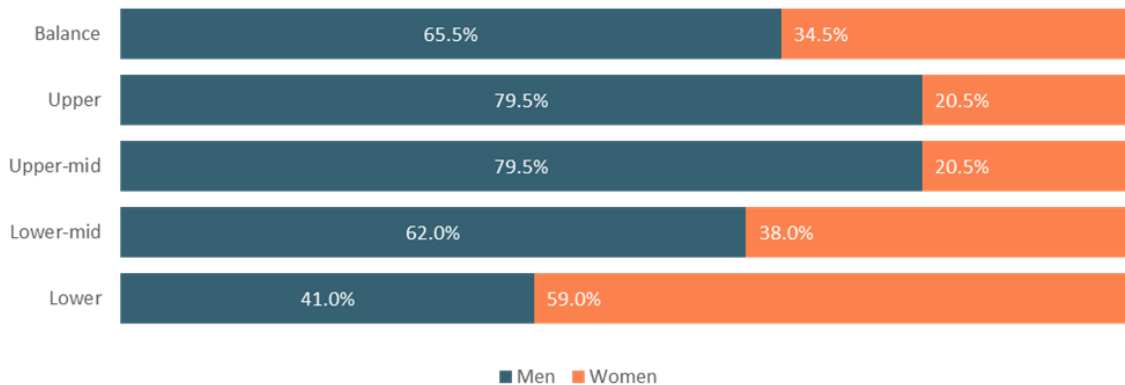
On 5th April 2022 we had 314 employees; these relevant employees were used to measure the gender bonus gap using bonus data from the previous 12 months. In accordance with the legislation, only employees who received their full pay during the pay period, that includes the 5th April 2022, are used to measure the gender pay gap and pay quarter data. This meant that one woman was excluded because they were taking reduced-pay leave.

Of the remaining 313 full-pay relevant employees, 205 were men and 108 women giving a gender balance of 65.50% male and 34.50% female.

DISTRIBUTION OF EMPLOYEES ACROSS OUR PAY RANGE

The chart below shows our gender balance followed by the gender distribution across the four quarters of the pay range (from highest to lowest pay).

The background shading shows our overall gender balance and allows us to see where we deviate from this balance in each quarter. We believe that any analysis should ultimately return to a discussion about the actual men and women that populate our pay range. To show this we have superimposed the actual numbers of each gender who are in these quarters, and we have shown the imbalance in brackets. This analysis shows us that to achieve gender balance throughout our pay range, 22 men and 22 women would have to swap across the median line (between the upper middle and lower middle pay quarters).



In 2021, with a near identical employee headcount, the imbalance was 28 men and 28 women, so we have seen a 20% improvement in our gender balance year on year.

GENDER PAY GAP

This table shows the mean and median percentage differences between the adjusted hourly rates paid to each gender.

It is an aggregated tool and while the mean may tell us about the dominant gender of the highest paid employees, the median difference will fluctuate each time we measure our data because of the large gender imbalance.

Pay Gap	2022
Mean	24.3%
Median	26.3%

GENDER BONUS GAP

This table shows the mean and median percentage differences between the bonuses paid to each gender in the preceding 12 months to the 5th April 2022.

Bonus Gap	2022
Mean	-5.6%
Median	16.7%

Bonuses paid	2022
Men	77.6%
Women	74.3%

We recognise the challenges of addressing the gender pay gap within Ergéa and are committed to making changes to address the imbalance of women within our organisation. This will be a long-term commitment as we continue to invest in our people and build a diverse workforce. This includes attracting and retaining women to work in all sectors and levels of the business.

David Rolfe

Chief Executive Officer,
Ergea UK and Ireland Limited